
Auditee :	Ningbo Autrau Electric Appliance Co., Ltd.
Audit Date From :	16/08/2019
Audit Date To :	16/08/2019
Expiry Date of the Audit :	Please refer to the producer profile in the amfori BSCI platform
Auditing Company :	Intertek
Auditor's Name(s) :	Jim Lai(Lead)
Auditing Branch (if applicable) :	Intertek North East China



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Rating Definitions



Rating	A combination of ratings per Performance Area where:	Consequence																																							
<p style="text-align: center;">A Very Good</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated A • No Performance Areas rated C, D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	B	B	B	A	A	A	A	A	A	A	B	B	B	B	B	B	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	A	A	A	A	A	A	A																													
A	A	A	A	A	A	A	A	A	A	B	B	B																													
A	A	A	A	A	A	A	B	B	B	B	B	B																													
<p style="text-align: center;">B Good</p>	<ul style="list-style-type: none"> • Maximum 3 Performance Areas rated C • No Performance Areas rated D or E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td></tr> <tr><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td></tr> </table>	A	A	A	A	A	A	B	B	B	B	B	B	B	A	A	A	A	A	B	B	B	B	B	B	B	C	B	B	B	B	B	B	B	B	B	B	C	C	C	<p>The auditee has the level of maturity to maintain its improvement process without the need for a follow-up audit.</p>
A	A	A	A	A	A	B	B	B	B	B	B	B																													
A	A	A	A	A	B	B	B	B	B	B	B	C																													
B	B	B	B	B	B	B	B	B	B	C	C	C																													
<p style="text-align: center;">C Acceptable</p>	<ul style="list-style-type: none"> • Maximum 2 Performance Areas rated D • No Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>C</td><td>C</td><td>C</td><td>C</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td></tr> <tr><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td></tr> </table>	A	A	A	A	A	A	A	A	A	C	C	C	C	A	A	A	A	A	B	B	B	B	C	C	C	D	C	C	C	C	C	C	C	C	C	C	C	D	D	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	C	C	C	C																													
A	A	A	A	A	B	B	B	B	C	C	C	D																													
C	C	C	C	C	C	C	C	C	C	C	D	D																													
<p style="text-align: center;">D Insufficient</p>	<ul style="list-style-type: none"> • Maximum 6 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>D</td><td>D</td><td>D</td></tr> <tr><td>A</td><td>A</td><td>A</td><td>B</td><td>B</td><td>B</td><td>C</td><td>C</td><td>C</td><td>D</td><td>D</td><td>D</td><td>E</td></tr> <tr><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	A	A	A	A	D	D	D	A	A	A	B	B	B	C	C	C	D	D	D	E	D	D	D	D	D	D	D	E	E	E	E	E	E	<p>The auditee needs follow up to support its progress. Following the completion of the audit, the auditee develops a Remediation Plan within 60 days.</p>
A	A	A	A	A	A	A	A	A	A	D	D	D																													
A	A	A	B	B	B	C	C	C	D	D	D	E																													
D	D	D	D	D	D	D	E	E	E	E	E	E																													
<p style="text-align: center;">E Unacceptable</p>	<ul style="list-style-type: none"> • Minimum 7 Performance Areas rated E <p>These are three examples:</p> <table border="1" style="width: 100%; text-align: center;"> <tr><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>A</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>A</td><td>A</td><td>B</td><td>B</td><td>C</td><td>D</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> <tr><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td><td>E</td></tr> </table>	A	A	A	A	A	A	E	E	E	E	E	E	E	A	A	B	B	C	D	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	E	<p>amfori BSCI Participants shall closely oversee the auditee's progress as the producer may represent a higher risk than other business partners.</p>
A	A	A	A	A	A	E	E	E	E	E	E	E																													
A	A	B	B	C	D	E	E	E	E	E	E	E																													
E	E	E	E	E	E	E	E	E	E	E	E	E																													
<p style="text-align: center;">Zero Tolerance</p>	<p>A Zero Tolerance Issue was identified (see amfori BSCI System Manual Part V – Annex 5: amfori BSCI Zero Tolerance Protocol)</p>	<p>Immediate actions are required. The amfori BSCI Zero Tolerance Protocol is to be followed.</p>																																							

Main Auditee Information



Name of producer :	Ningbo Autrau Electric Appliance Co., Ltd.		
DBID number :	393194		
Audit ID :	160090		
Address :	NO.9 Yunhuan Road, Simen Town Yuyao		
Province :	Zhejiang	Country :	China
Management Representative :	Mr. Hongwei Li		
Contact person:	Hongwei Li	Sector :	Non-Food
Industry Type :	Others	Product group :	Others
Product Type :	cooling box		

Audit Details



Audit Range :	<input checked="" type="checkbox"/> Full Audit	<input type="checkbox"/> Follow-up Audit	
Audit Scope :	<input checked="" type="checkbox"/> Main Auditee	<input type="checkbox"/> Main Auditee & Farms	
Audit Environment :	<input checked="" type="checkbox"/> Industrial	<input type="checkbox"/> Agricultural	<input type="checkbox"/> Small Producer
Audit Announcement :	<input checked="" type="checkbox"/> Fully-Announced	<input type="checkbox"/> Fully-Unannounced	<input type="checkbox"/> Semi-Announced
Random Unannounced Check (RUC) :	No		
Audit extent (if applicable) :	none		
Audit interferences or contingencies (if applicable) :	none		
Overall rating :	C		
Need of follow-up :	Yes	If YES, by : 16/08/2020	

Rating per Performance Area (PA)

PA 1	PA 2	PA 3	PA 4	PA 5	PA 6	PA 7	PA 8	PA 9	PA 10	PA 11	PA 12	PA 13
D	B	A	A	C	D	B	A	A	A	A	C	A

Executive summary of audit report

1. Ningbo Autrau Electric Appliance Co., Ltd. was located at NO.9 Yunhuan Road, Simen Town Yuyao City, Zhejiang Province, China. The facility was established in July 2013. The facility business license number is 91330281071477658G. The main products produced in the facility were cooling boxes. The main production processes were listed as follows: foaming, tin-soldering, assembly and packing. The facility address on the business license was Jiatang Village, Simen Town. NO.9 Yunhuan Road was located in Jiatang Village, Simen Town.

2. In view of the facilities, the facility consisted of 2F and partial 1F of one 2-storey building for workshop, warehouse and office. No kitchen, canteen and dormitory were provided for employees in the facility.

3. The facility rented building from landlord, Ningbo Chenglong Electric Appliance Co., Ltd. The lease contract was provided for review.

4. The rest partial 1F of above building and other buildings in the same boundary were used by landlord and other tenants. According to the facility management, they were independent with other facilities on production, employees and management. Through facility tour, the products produced in the other facilities were tools or electric appliances, which were different from the products in the audited facility. Through employee interview, all interviewees stated that they only worked in their own facility and no employee was exchanged between them.

5. Payroll records from July 2018 to June 2019 and attendance records from July 1, 2018 to August 15, 2019 were available for review during this audit. 8 samples were randomly selected from June 2019 (current month), April 2019 (peak month) and December 2018 (non-peak month). Based on the provided attendance records,

1) In June 2019 (current month), the monthly overtime hours of 8 out of all 8 samples were 78 hours;

2) In April 2019 (peak month), the monthly overtime hours of 8 out of all 8 samples were 72-74 hours;

3) In December 2018 (non-peak month), the monthly overtime hours of 8 out of all 8 samples were 40 hours.

6. The local minimum wage standard was set at RMB 1800 per month equivalent to RMB 10.34 per hour (1800/21.75/8) since December 1, 2017.

7. Auditor: Jim Lai, APSCA registration number: RA 21700279.

Performance Area 3: The rights of Freedom of Association and Collective Bargaining
The facility had established the freedom of association policy. The facility respected and protected the employees right of association. No bad influence would be imposed on employees if they choose to organize a union. No union existed in the facility. A worker committee was established in the facility. The last workers' representatives were elected by employees in September 2018. The facility conducted meetings with workers representatives periodically. The meeting minutes were provided for review.
No deviation was observed in this PA.

Performance Area 4: No Discrimination
The facility had established the discrimination policy. No evidence was found that the facility discriminated in its hiring, salary, benefits etc. on the basis of personal characteristics, gender, race, religion, age, disability, ethnic origin, caste, political opinion and sexual orientation. All interviewed employees stated that they were treated equally.
No deviation was observed in this PA.

Performance Area 8: No Child Labour
1. The facility had established the child labour management procedure to ensure no recruitment of child labour, which stated that the facility would never employ and use any child labour under the age of 16 years old.
2. Through document review, facility tour and employee interview, no child labor was found in the facility. The youngest employee in the facility was 19 years old.
No deviation was observed in this PA.

Performance Area 9: Special protection for young workers
1. Through document review, the facility had established a written policy concerning protection of juvenile employees.
2. Through document review, facility tour and employee interview, no juvenile employee was used in the facility. The youngest employee in the facility was 19 years old.
No deviation was observed in this PA.

Performance Area 11: No Bonded Labour

1. Through document review, the facility had established a written policy that prohibits any forms of forced labor, which included Debt bondage, indentured, slave labor or prison labor and etc.

2. Through employee interview, all employees were hired on a voluntary basis. The employees can choose the position and terminate the working relationship on their own will. No evidence of any forms of force labor, such as Debt bondage, indentured, slave labor or prison labor were found in the facility.

3. Through employee interview, they stated that they were not required to pay pre-employment fees or deposits to the facility. They stated that their wages were paid on time on about 25th of next month. No wages were withheld by the facility. They stated that they were not working under threat of penalty. Managers were kind to them. They were never fined by the facility and the facility had no fine policy. They were allowed to leave during work hours under reasonable circumstances, such as for personal or health emergencies.

No deviation was observed in this PA.

Performance Area 13: Ethical Business Behaviour

1. The facility had established the ethical business behavior policy and the policy were communicated to employees. The facility had identified the situations and activities where acts of corruption, extortion or bribery were most likely to occur in its context.

2. During the opening meeting, the assessor had explained the anti-bribery policy of Intertek and amfori BSCI, and the facility had signed on the document during the opening meeting. No bribery case was happened during this assessment.

3. The facility had taken appropriate steps to prevent falsified records and documentation with respect to payroll registers, sales and accounting records.

4. The facility had established procedures to collect and use personal information with reasonable care and in accordance with privacy and information security laws and regulatory requirements.

No deviation was observed in this PA.

Remark:

1. There was no contractor used by the facility, which made the contractor license/permit not applicable;

2. There was no agency used by the facility, which made the agency labour contract not applicable;

3. There was no government waiver obtained by the facility, which made the government waiver not applicable;

4. There was no collective bargaining agreement used by the facility, which made the collective bargaining agreements not applicable.

5. There was no Environmental license obtained by the facility, which made the Environmental licenses not uploaded.

Ratings Summary



Auditee's background information			
Auditee's name :	Ningbo Autrau Electric Appliance Co., Ltd.	Legal status :	Limited Company
Local Name :	宁波敖群电器有限公司	Year in which the auditee was founded :	2013
Address :	NO.9 Yunhuan Road, Simen Town	Contact person (please select) :	Hongwei Li
Province :	Zhejiang	Contact's Email :	jack@nbautrau.com
City :	Yuyao	Auditee's official language(s) for written communications :	Chinese
Region :	North East Asia	Other relevant languages for the auditee :	None
Country :	China	Website of auditee (if applicable) :	www.nbautrau.com
GPS coordinates :	121.028498,30.183249	Total turnover (in Euros) :	1920000.00
Sector :	Non-Food	Of which exports % :	30.00
Industry :	Others	Of which domestic market % :	70.00
If other, please specify :	Electric Appliance	Production volume :	5000 pieces per month
Product Group :	Others	Production cost calculation :	No
If other, please specify :	Electric Appliance	Lost time injury calculation cost :	No
Product Type :	cooling box		

Auditee's employment structure at the time of the audit			
Total number of workers :	20	Total number of workers in the production unit to be monitored (if applicable) :	0
	MALE WORKERS	FEMALE WORKERS	
Permanent workers	10	10	
Temporary workers	0	0	
In management positions	4	3	
Apprentices	0	0	
On probation	0	0	
With disabilities	0	0	
Migrants (national citizens)	7	6	
Migrants (foreign citizens)	0	0	
Workers on the permanent payroll	10	10	
Production based workers	0	0	
With shifts at night	0	0	
Unionised	0	0	
Pregnant	-	0	
On maternity leave	-	0	

Finding Report



Performance Area 1 : Social Management System and Cascade Effect

Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: D

Deadline date:31/03/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The facility had set up management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented. Managers (Mr. Li Hong Wei/ General Manager and etc.) were appointed to ensure that the amfori BSCI values and their level of alignment with amfori BSCI COC. The facility implemented audits to mainsuppliers by themselves. The audit reports were provided for review. The commitment letters of amfori BSCI Priciple signed or stamped by mainsuppliers were also provided for review. The facility workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeded the legal requirement. Through interview, the employees were voluntary to work overtime. Based on satisfactory evidence, the facility partially respected this principle because:
企业建立了确保amfori BSCI COC有效实施的管理制度, 但是不是所有制度都得以有效实施。企业指定了高级经理(李红渭先生/ 总经理等)以确保充分遵循amfori BSCI价值和原则要求。企业自己对主要供应商实施了审核。企业提供了审核记录供审核。企业也提供了主要供应商签署的遵守amfori BSCI守则的承诺供审核。企业的人力资源没有合适的进行组织以达到交付订单和/或合同的预期要求, 因为加班时间超过法规要求。根据员工访谈, 员工是自愿加班的。基于令人满意的证据, 被审核方部分尊重该原则, 原因如下:

- 1.1 - 1.1 The facility had set up management procedures to implement the amfori BSCI Code of Conduct, but not all policies were properly implemented, such as, findings were raised in the following Performance areas: PA2, PA5, PA6, PA7, PA10 and PA12. It partially respected Performance area 1.1.
1.1企业建立了确保amfori BSCI COC有效实施的管理制度, 但是不是所有制度都得以有效实施, 比如, 在如下绩效领域:PA2, PA5, PA6, PA7, PA10和PA12都存在审核发现点。部分尊重绩效区域1.1
- 1.4 - 1.4 The facility had established the procedure on calculation of the costs of production and delivery times, but did not provide relevant written records of calculating the production capacity or the costs of production for review. The facility's workforce capacity was not properly organized to meet the expectations of the delivery order and/or contracts due to the overtime hours exceeded the legal requirement. Through interview, the employees were voluntary to work overtime. It partially respected Performance area 1.4
1.4企业建立了核算产能和订单周期的制度, 但是没有相关的计算记录供查看。企业的人力资源没有合适的进行组织以达到交付订单和/或合同的预期要求, 因为加班时间超过法规要求。根据员工访谈, 员工是自愿加班的。部分尊重绩效区域1.4

Remarks from Auditee:

Performance Area 2 : Workers Involvement and Protection

Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: B

Deadline date:31/03/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

Workers and their representatives conducted meetings periodically to communicate workplace issues and employees also could report to management orally. Suggestion box were installed in the facility and the facility had established a grievance procedure. Based on satisfactory evidence, the facility partially respected this principle because:
员工与他们的代表定期召开会议来沟通工作当中的问题, 员工也可以口头向管理层汇报问题。企业安装了意见箱, 企业建立了文件化的申诉制度。基于令人满意的证据, 被审核方部分尊重该原则, 原因如下:

- 2.4 - 2.4 The facility posted amfori BSCI COC in the facility, but according to employee interview, the interviewee did not know well about the amfori BSCI COC. It partially respected the Performance area 2.4.
2.4企业在厂区内张贴了amfori BSCI COC, 但根据员工访谈, 被访员工不太了解amfori BSCI COC。部分尊重绩效区域2.4。
- 2.5 - 2.5 The facility had established a grievance procedure, but no specific responsible person was appointed to take charge in grievance issue; secondly, no timelines were set in the mechanism to address the grievances; thirdly, no process was illustrated in the mechanism in case of appeals or escalation occurred; fourthly, the facility did not conduct regular surveys on user's satisfaction with the grievance procedure.
2.5被审核方建立了文件化的申诉制度, 但是没有任命具体的人员负责申诉事宜;其次, 没有给解决申诉问题设置时间表;第三, 没有描述如何应对申诉升级的事件;第四, 没有建立对申诉程序满意度的常规调查。其部分尊重绩效区域2.5。

Remarks from Auditee:

Performance Area 3 : The rights of Freedom of Association and Collective Bargaining

Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: A

Deadline date:

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

None observed
无审核发现点

Remarks from Auditee:

Performance Area 4 : No Discrimination	
Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 无审核发现点	
Remarks from Auditee:	
Performance Area 5 : Fair Remuneration	
Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: C	Deadline date:31/03/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT:	
<p>1. The basic wages paid to employees were higher than the local minimum wage. The local minimum wage standard was set at RMB 1800 per month equivalent to RMB 10.34 per hour since December 1, 2017. Employees wages were calculated based on hourly rate, and based on the provided records, the minimum basic wage of facility in the sample month was RMB 2500 per month, which was higher than local minimum wage RMB 1800 per month. 2. Based on the provided payroll records, the facility had paid 150 percent and 200 percent of normal rate wage for overtime work on normal working days and rest days respectively. No overtime work was arranged holidays. 3. Employees received wages on about 25th of next month, which was within one month after the wage calculation period. 4. Not all employees had participated in the social insurance. Based on satisfactory evidence, the facility partially respected this principle because:</p> <p>1.员工的基本工资高于最低工资标准。审核当地的全日制最低工资标准为2017年12月1日起每月1800元(折算为每小时10.34元)。员工的工资采用时薪工资。根据企业提供的考勤和工资记录,企业支付的最低基本工资为每月2500元,高于当地最低工资标准每月1800元。2.根据工资记录,企业给工作日加班和休息日加班分别支付了平时工资的1.5倍和2倍,法定假日没有加班。3.企业的员工在次月25日左右领到工资。4.不是所有的员工均参加了社会保险。基于令人满意的证据,被审核方部分尊重该原则,原因如下:</p> <p>5.4 - 5.4 It was noted that the facility management did not collect the datum and conduct the assessment for the remuneration of decent standard of living as per amfori BSCI requirements. Meanwhile, the interviewed workers and facility management did not know/understand the remuneration of decent standard of living. It did not respect the Performance area 5.4 5.4企业的管理层没有按照amfori BSCI要求收集相关数据并对当地体面生活工资标准进行评估。同时,员工和管理层均不理解体面生活工资标准。尚未尊重绩效区域5.4</p> <p>5.5 - 5.5 Insufficient social insurance. Social insurance document from July 2018 to June 2019 was provided for review in this audit. According to the payment document in June 2019, out of all 20 employees (0 retiree, 0 temporary, 0 dispatch and 0 newly joined), 6 employees (30%) had participated in 5 types of social insurance, including employment injury insurance, maternity insurance, basic endowment insurance, unemployment insurance and basic medical insurance. According to management interview and employee interview, parts of employees did not want to participate in the social insurance. Remark: The facility did not purchase commercial injury insurance for employees. It did not respect the Performance area 5.5, and did not comply with the Social Insurance Law of the People's Republic of China, Article 10 Employees shall participate in the basic endowment insurance, and the basic endowment insurance premiums shall be jointly paid by employers and employees. Article 23 Employees shall participate in the basic medical insurance for employees, and the basic medical insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 33 Employees shall participate in the employment injury insurance, and the employment injury insurance premiums shall be paid by their employers rather than the employees. Article 44 Employees shall participate in unemployment insurance, and the unemployment insurance premiums shall be jointly paid by employers and employees in accordance with the relevant provisions of the state. Article 53 Employees shall participate in maternity insurance, and the maternity insurance premiums shall be paid by employers rather than employees in accordance with the relevant provisions of the state. 5.5参保不足。企业提供了2018年7月至2019年6月的社保文件供审核。根据2019年6月的社保凭证,企业20名员工中(0名退休员工,0名临时工,0名派遣工和0名新员工),6名员工(30%)参加了5项社会保险,包括工伤保险,生育保险,基本养老保险,失业保险和基本医疗保险。根据管理人员访谈和员工访谈,部分员工不愿意参加社会保险。备注:企业未给员工购买商业工伤保险。尚未尊重绩效区域5.5,且不符合《中华人民共和国社会保险法》第十条,职工应当参加基本养老保险,由用人单位和职工共同缴纳基本养老保险费。第二十三条 职工应当参加职工基本医疗保险,由用人单位和职工按照国家规定共同缴纳基本医疗保险费。第三十三条 职工应当参加工伤保险,由用人单位缴纳工伤保险费,职工不缴纳工伤保险费。第四十四条 职工应当参加失业保险,由用人单位和职工按照国家规定共同缴纳失业保险费。第五十三条 职工应当参加生育保险,由用人单位按照国家规定缴纳生育保险费,职工不缴纳生育保险费。</p>	
Remarks from Auditee:	

Performance Area 6 : Decent Working Hours

Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: D

Deadline date:31/03/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

1. The auditor noted that the facility used electronic attendance records system to record employee attendance situation. Some records such as Daily Production records and etc. had been reviewed, those records matched with the attendance records, meanwhile through employee interview, no inconsistency was found. The working hours and wages could be verified in current assessment. 2. Payroll records from July 2018 to June 2019 and attendance records from July 1, 2018 to August 15, 2019 were available for review during this audit. 8 samples were randomly selected from June 2019 (current month), April 2019 (peak month) and December 2018 (non-peak month). Based on the provided attendance records, the overtime hours exceeded the legal requirement. 3. Through document review and employee interview, normal working hours are 8 hours per day from Monday to Friday and 40 hours per week, which was in compliance with law. 4. Through document review and employee interview, employees are entitled to at least one day off in every consecutive seven day period; the maximum consecutive working days were 6 days. Based on satisfactory evidence, the facility partially respected this principle because:

1. 审核发现企业使用电子考勤系统记录员工出勤情况,通过查看生产记录,如生产日报表等,这些记录与考勤记录相吻合,没有发现不一致的日期。企业的工作时间和工资可以验证。2.企业提供了2018年7月至2019年6月的工资记录和2018年7月1日至2019年8月15日的考勤记录供审核。在2019年6月(当前月)、2019年4月(旺季月)和2018年12月(淡季月)各抽取了8个样本。根据企业提供的考勤记录,加班时间超过法规要求。3.通过文件审核和员工访谈,正常工作时间为自周一至周五每天8小时每周40小时,符合法律规定。4.通过文件审核和员工访谈,员工7天内至少休息1天,最长连续工作天数为6天。基于令人满意的证据,被审核方部分尊重该原则,原因如下:

6.2 - 6.2 Overtime hours exceeded the legal requirement. It was noted that, 1) In June 2019 (current month), the monthly overtime hours of 8 out of all 8 samples were 78 hours; 2) In April 2019 (peak month), the monthly overtime hours of 8 out of all 8 samples were 72-74 hours; 3) In December 2018 (non-peak month), the monthly overtime hours of 8 out of all 8 samples were 40 hours. It did not respect the Performance area 6.2, and did not comply with the PRC Labour Law article 41 The employing unit may extend working hours due to the requirements of its production or business after consultation with the trade union and labourers, but the extended working hour for a day shall generally not exceed one hour; if such extension is called for due to special reasons, the extended hours shall not exceed three hours a day under the condition that the health of labourers is guaranteed. However, the total extension in a month shall not exceed thirty-six hours.

6.2加班超过法律规定。审核发现 1)在2019年6月(当前月),随机抽取的所有8名员工的8名的月加班时间为78小时;2)在2019年4月(旺季月),随机抽取的所有8名员工的8名的月加班时间为72-74小时;3)在2018年12月(淡季月),随机抽取的所有8名员工的8名的月加班时间为40小时。尚未尊重绩效区域6.2,且不符合《中华人民共和国劳动法》第41条,用人单位由于生产经营需要,经与工会和劳动者协商后可以延长工作时间,一般每日不得超过一小时;因特殊原因需要延长工作时间的,在保障劳动者身体健康的条件下延长工作时间每日不得超过三小时,但是每月不得超过三十六小时。

Remarks from Auditee:

Performance Area 7 : Occupational Health and Safety

Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: B

Deadline date:31/03/2020

GOOD PRACTICES:

None observed

AREAS OF IMPROVEMENT:

The facility had established EHS committee to manage the health and safety. Potable water was freely available in all areas. There were at least 2 exits in each work area. Sufficient exit signs, emergency lights and fire alarms were installed. Firefighting equipment, including fire extinguishers and fire hydrants were adequate and functioned. Evacuation maps were posted in all areas. Fire drills were conducted twice a year. The fire drills were conducted in September 2018 and May 2019. There were adequate first aid kits in each production area and all of them were well stocked. There were 2 qualified first aiders in the facility. No kitchen and canteen were provided for employees. No dormitory was provided for employees. No transportation was provided for employees. Based on satisfactory evidence, the main auditee partially respected this principle because:

企业建立了健康安全委员会来管理企业的健康安全问题。企业免费向员工提供饮用水。每个工作区域至少有2出口。企业安装了足够的安全出口标志、应急灯和警铃。消防设备,包括灭火器和消防栓是足够的且功能正常。疏散图张贴在所有区域。企业每年进行2次消防演习。消防演习是在2018年9月和2019年5月进行的。在每个生产区域有足够的急救药箱且装有足够的急救药品。企业有2名有资质的急救员。企业未向员工提供厨房和餐厅,未向员工提供宿舍。企业未给员工提供交通服务。基于令人满意的证据,被审核方部分尊重该原则,原因如下:

- 7.1 - 7.1 No occupational health examination was provided to employees engaged in post with occupational disease hazards. It was noted that the facility did not arrange the occupational health examination for the only 1 employee in the tin-soldering process (contacting with dust) and 1 employee in the foaming process (contacting with harmful gas). It did not respect Performance area 7.1 and did not comply with PRC Law of Prevention and Control of Occupational Diseases Article 35, the employer shall conduct regular occupational health examination for those labourers who are engaged in works with occupational hazard(s) as required by production safety supervision and administration department and public health administrative department under the State Council. The occupational health examination shall be conducted before labourers start to take the post, in the course of the work and after leave the post and the employer shall provide the results of the occupational health examinations to labourers in written. The expenses of the occupational health examination shall be borne by employers. The employer shall not arrange labourers to engage in the work with occupational hazard(s) prior to the pre-post occupational health examination, or labourers with any occupational prohibition to engage in the prohibited work from them. Once the occupational health examination indicates that employee is suffering from the occupational damage in relation to his or her occupation, the employer shall transfer such a labourer out of his or her original post, and allocate him or her in a proper way. The employer shall not rescind or terminate the labour contracts signed with those employees without the occupational health examination at time of leaving the post. The occupational health examination shall be conducted by the medical and health care institutions authorized by the medical administrative department of provincial people's government or above.
7.1企业没有为从事职业性危害作业的员工提供职业健康检查。审核发现企业没有安排职业健康体检给仅有的1名焊锡工序员工(接触粉尘)和1名发泡工序员工(接触有害气体)。尚未尊重绩效区域7.1,且不符合《中华人民共和国职业病防治法》第三十五条,对从事接触职业病危害的作业的劳动者,用人单位应当按照国务院安全生产监督管理部门、卫生行政部门的规定组织上岗前、在岗期间和离岗时的职业健康检查,并将检查结果书面告知劳动者。职业健康检查费用由用人单位承担。用人单位不得安排未经上岗前职业健康检查的劳动者从事接触职业病危害的作业;不得安排有职业禁忌的劳动者从事其所禁忌的作业;对在职业健康检查中发现有与所从事的职业相关的健康损害的劳动者,应当调离原工作岗位,并妥善安置;对未进行离岗前职业健康检查的劳动者不得解除或者终止与其订立的劳动合同。
- 7.2 - 7.2 Insufficient injury insurance. Social insurance document from July 2018 to June 2019 was provided for review in this audit. According to the payment document in June 2019, out of all 20 employees (0 retiree, 0 temporary, 0 dispatch and 0 newly joined), 6 employees (30%) had participated in employment injury insurance. Remark: The facility did not purchase commercial injury insurance for employees. It partially respected the Performance area 7.2
7.2工伤保险不全。企业提供了2018年7月至2019年6月的社保文件供审核。根据2019年6月的社保凭证,企业30名员工中(0名退休员工,0名临时工,0名派遣工和0名新员工),6名员工(30%)参加了工伤保险。备注:企业未给员工购买商业工伤保险。其部分尊重绩效区域7.2
- 7.3 - 7.3 The facility did not allocate adequate human and financial resources to ensure that the identified risks were mitigated, such as materials in the warehouse were stacked against wall. It partially respected the Performance area 7.3
7.3企业没有根据识别出的风险采取足够的消除或减缓风险的措施,如仓库内货物靠墙堆放。部分尊重绩效区域7.3
- 7.6 - 7.6 Wrong type of Personal Protective Equipment. It was noted that the facility provided disposable masks instead of anti-dust masks to the only 1 employee working in tin-soldering process (contacting with dust). It partially respected Performance area 7: Occupational Health and Safety 7.6, and did not comply with requirement of Law of the PRC on Work Safety article 42, manufacturing units shall provide personal protective equipment to employees. Manufacturing units shall supervise and train employees to ensure they properly wear and use the personal protective equipment.
7.6防护用品类型错误。审核发现企业提供一次性口罩而不是防尘口罩给仅有的1名焊锡工序的员工(接触粉尘)。部分尊重绩效区域7.6,且尚未符合《中华人民共和国安全生产法》第42条,生产经营单位必须为从业人员提供符合国家标准或者行业标准的劳动防护用品,并监督、教育从业人员按照使用规则佩戴、使用。
- 7.7 - 7.7 Hazardous chemicals, such combination polyether polyols and etc., were used and stored in the facility, but the distribution, use and disposal of chemicals were not properly recorded. It partially respected the Performance area 7.7
7.7企业使用和存放危险化学品如组合聚醚多元醇等,但企业没有化学品分配、使用和处置的记录。部分尊重绩效区域7.7
- 7.8 - 7.8 No hazardous chemical emergency response drill. It was noted that hazardous chemicals such as combination polyether polyols and etc. were used in the facility, but the facility did not conduct hazardous chemical emergency response drill. It partially respected Performance area 7.8, and did not comply with Regulations on the Safety Management of Dangerous Chemicals Article 70 Dangerous chemical units shall formulate the advance plan for emergent treatment of dangerous chemical accidents of their respective units, allocate the personnel of emergent treatment and the appliances and equipment of emergent treatment, and shall organize drillings regularly. The advance plan for emergent treatment of dangerous chemical accidents shall be reported for record to the local department of safety supervision and administration of the people's government at the level of city divided into districts.
7.8没有危险化学品应急演练。审核发现企业使用危险化学品,如组合聚醚多元醇等,但企业没有进行危险化学品应急演练。部分尊重绩效区域7.8,且不符合《危险化学品安全管理条例》第七十条,危险化学品单位应当制定本单位危险化学品事故应急预案,配备应急救援人员和必要的应急救援器材、设备,并定期组织应急救援演练。危险化学品单位应当将其危险化学品事故应急预案报所在地设区的市级人民政府安全生产监督管理部门备案。
- 7.11 - 7.11 Materials in the warehouse were stacked against wall. It was noted that parts of goods in the accessories warehouse and finished product warehouse were put against the wall directly. It partially respected Performance area 7.11 and did not comply with General Rules for Fire Safety Management of Storage Occupancies article 6.8: Objects shall be piled up in the storeroom as per the following requirements: 1. The distance between the top of any pile and the roof shall not be smaller than 0.3m (for any "人"-shaped building, the distance shall be counted from the crossbeam); 2. The distance between the objects and the illumination lamps shall not be smaller than 0.5m; 3. The distance between the objects and the wall shall not be smaller than 0.5m; 4. The distance between any pile of objects and the pole shall not be smaller than 0.3m; 5. The distance between any two piles of objects shall not be smaller than 1m.
7.11仓库内货物靠墙堆放。审核发现企业的辅料仓库和成品仓库内的部分货物都直接靠墙堆放。部分尊重绩效区域7.11且不符合《仓储场所消防安全

<p>管理通则》GA1131-2014 6.8 库房内堆放物品应满足以下要求:1 堆垛上部与楼板、平屋顶之间的距离不小于0.3m(人字屋架从横梁算起);2 物品与照明灯具之间的距离不小于0.5m;3 物品与墙之间的距离不小于0.5m;4 物品堆垛与柱之间的距离不小于0.3m;5 物品堆垛与堆垛之间的距离不小于1m。</p>	
<p>7.13 -</p>	<p>7.13.1 No safety cover for parts of electric boxes. It was noted that no safety cover was provided for 1 out of 3 electric brakes in the foaming workshop. It partially respected the Performance area 7.13 and did not comply with National Safety Technical Code for Electric Equipment GB19517 2009 2.2 Preventive measure against the hazard of electric shock insulation protective technology, direct or indirect touching protective technology, and so on could be adopted to provide adequate protection for electric shock hazard of electric equipment, which work in normal application, caused by direct effect of electrical energy. 2.2.1 To ensure smooth operation and prevent hazard from direct effect of electric current, electric equipment must be with adequate electric insulation performance including insulation resistance, electric strength, quality of thermal endurance, moisture proof, filthiness-proof, flame resistance, and tracking resistance, and so on. 7.13.2 The electrical installations and equipment were not checked periodically by a competent person, and the facility did not maintain relevant records for review. It partially respected Performance area 7.13</p> <p>7.13.1 部分电箱没有安全盖。现场走访时发现,企业发泡车间的3个电闸中的1个没有安装防护罩。部分尊重绩效区域7.13,且不符合国家电气设备安全技术规范GB19517-2009 2.2 电击危险防护,可以采用绝缘保护技术,直接接触保护技术、间接接触保护技术等对电气设备按设计用途使用时由于电能直接作用而造成的危险提供足够的保护。2.2.1 为保证正常运行和防止由于电流的直接作用造成的危险,电气设备必须有足够的绝缘电阻、介质强度、耐热能力、防潮湿、防污秽、阻燃性、抗漏电 起痕性等电气绝缘性能 7.13.2企业的电力设备未由专业人员进行定期的检查,未提供电力检查记录供审核。部分尊重绩效区域7.13</p>
<p>7.21 -</p>	<p>Remark: No kitchen and canteen were provided for employees. 备注:企业未给员工提供厨房和餐厅。</p>
<p>7.23 -</p>	<p>Remark: No transportation was provided for employees. 备注:企业未给员工提供交通服务。</p>
<p>7.24 -</p>	<p>7.24 The facility did not conduct occupational hazard factors testing. It was noted that the facility did not conduct occupational hazard factors testing for work place with occupational disease hazards, including the tin-soldering process with dust and foaming process with harmful gas. It did not respect Performance area 7.24 and did not comply with Provisions on the Supervision and Administration of Workplace Occupational Health Article 20, An employing entity with occupational hazards shall entrust an occupational health technical service agency with corresponding qualification to conduct evaluation on occupational hazard factors at least once every year. An employing entity with severe occupational hazards shall, in addition to the above requirement, entrusts an occupational health technical service agency with corresponding qualification to conduct assessment on occupational hazard status at least once every three years. The results of the evaluation and assessment shall be kept in archive, reported to local administration department of work safety, and announced to the workers.</p> <p>7.24企业没有按要求进行职业危害因素检测。审核发现企业没有对存在职业病危害的工作场所进行职业危害因素检测,包括存在粉尘的焊锡工序和存在有害气体的发泡工序。尚未尊重绩效区域7.24,且不符合《工作场所职业卫生监督管理规定》第二十条,存在职业病危害的用人单位,应当委托具有相应资质的职业卫生技术服务机构,每年至少进行一次职业病危害因素检测。职业病危害严重的用人单位,除遵守前款规定外,应当委托具有相应资质的职业卫生技术服务机构,每三年至少进行一次职业病危害现状评价。检测、评价结果应当存入本单位职业卫生档案,并向安全生产监督管理部门报告和劳动者公布。</p>
<p>Remarks from Auditee:</p>	
<p>Performance Area 8 : No Child Labour</p>	
<p>Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES: None observed</p>	
<p>AREAS OF IMPROVEMENT: None observed 无审核发现点</p>	
<p>Remarks from Auditee:</p>	
<p>Performance Area 9 : Special protection for young workers</p>	
<p>Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: A Deadline date:</p>	
<p>GOOD PRACTICES: None observed</p>	
<p>AREAS OF IMPROVEMENT: None observed 无审核发现点</p>	
<p>Remarks from Auditee:</p>	

Performance Area 10 : No Precarious Employment	
Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: A	Deadline date:31/03/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: <p>1. Through document review and employee interview, the facility signed labor contracts with all permanent employees in the facility within one month to comply with the law. No apprentices and probationary workers were hired in the facility. 2. Through document review and employee interview, the labor contracts were in local language (Chinese) and all employees could understand it. The facility signed employment contracts with all employees and provided a copy of the signed contract to each of them. Based on satisfactory evidence, the facility partially respected this principle because:</p> <p>1.通过文件审核和员工访谈,企业与员工在入职一个月内签订了劳动合同,企业没有学徒工和实习工。2.通过文件审核和员工访谈,合同是中文的,所有员工都能看懂,企业与所有员工均签订了劳动合同且提供了副本给员工。基于令人满意的证据,被审核方部分尊重该原则,原因如下:</p> <p>10.2 - 10.2 Information on occupational diseases harm, consequences etc. was not indicated in the labor contract. It was noted that there was dust in the tin-soldering process and harmful gas in the foaming process, but the facility did not indicate the information on occupational diseases harm, consequences etc. in the labor contracts of employees working in these processes with occupational hazard factors. It partially respected the Performance area 10.2, and did not comply with Article 34 Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases, When signing labor contracts (including employment contracts, the same hereinafter) with the laborers, the employing work unit shall inform the laborers, according to the facts, the harm of occupational diseases that might be engendered in the work process as well as the consequences thereof, the protective measures and treatment against occupational diseases, and shall indicate these information in the labor contract and may not conceal such information or cheat the laborers.</p> <p>10.2职业病危害及其后果等信息没有在劳动合同中写明。审核发现企业的焊锡工序存在粉尘,发泡工序存在有害气体,但是企业没有将职业病危害及其后果等信息在工作存在职业危害因素的场所的这些员工的劳动合同中写明。其部分尊重绩效区域10.2,中华人民共和国职业病防治法第三十四条 用人单位与劳动者订立劳动合同(含聘用合同,下同)时,应当将工作过程中可能产生的职业病危害及其后果、职业病防护措施和待遇等如实告知劳动者,并在劳动合同中写明,不得隐瞒或者欺骗。</p>	
Remarks from Auditee:	
Performance Area 11 : No Bonded Labour	
Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 无审核发现点	
Remarks from Auditee:	

Performance Area 12 : Protection of the Environment	
Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: C	Deadline date:31/03/2020
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT:	
<p>1. The facility had conducted the identification of environmental factors and major environmental impact in the facility; established the program on complaint with the outside sensitive receivers in regard to environment by document review, but the facility did not effectively identify the outside sensitive receivers such as the other facilities, residents, schools, etc. in the facility boundary. 2. The facility had mechanisms to ensure ongoing identification of environmental legislation. 3. The facility had not obtained Environmental Impact Assessment document, approval and environmental protection acceptance checks report for the construction project. Based on satisfactory evidence, the facility partially respected this principle because:</p> <p>1. 企业进行了环境因素识别和重大环境影响评估,建立了与外部敏感受体关于环境方面的沟通申诉程序文件,但未对周边敏感受体如学校、居民等进行有效识别。2. 企业建立了机制确保环境法规的持续识别。3. 企业尚未取得其建设项目的环评评价文件、批复和建设项目环境保护竣工验收。基于令人满意的证据,被审核方部分尊重该原则,原因如下:</p>	
12.1 -	<p>12.1.1 The facility had conducted the identification of environmental factors and major environmental impact in the facility; established the program on complaint with the outside sensitive receivers in regard to environment by document review, but the facility did not effectively identify the outside sensitive receivers such as the other facilities, residents, schools, etc. in the facility boundary. It partially respected the Performance area 12.1 12.1.2 No Environmental Impact Assessment (EIA) for construction project. It was noted that the facility could not provide EIA document for review. It partially respected the Performance area 12.1, and did not comply with PRC Environmental Impact Assessment Law Article 16, the state conducts systematic management over the Environmental Impact Assessment of construction projects in accordance with the degree of impact on the environment. Construction units shall compile Environmental Impact Report, Environmental Impact Report Form or fill out Environmental Impact Registration Form (hereinafter referred to as Environmental Impact Assessment Documents) under the following rules: (1) For those that may cause heavy environmental impact, Environmental Impact Report shall be compiled, and the environmental impact produced shall be fully assessed. (2) For those that may cause slight environmental impact, Environmental Impact Report Form shall be compiled, and the environmental impact produced shall be analyzed or specially assessed. (3) For those that have very little environmental impact and do not need any Environmental Impact Assessment, Environmental Impact Registration Form shall be filled out. The construction projects' systematic management directory of Environmental Impact Assessment is made and published by the environmental protection administration agency under the State Council.</p> <p>12.1.1企业进行了环境因素识别和重大环境影响评估,建立了与外部敏感受体关于环境方面的沟通申诉程序文件,但未对周边敏感受体如学校、居民等进行有效识别。部分尊重绩效区域12.1。12.1.2企业没有对其建设项目进行环境影响评价。审核发现,企业无法提供环境影响评价文件供审阅。部分尊重绩效区域12.1,且不符合《中华人民共和国环境影响评价法》第16条,国家根据建设项目对环境的影响程度,对建设项目的环境影响评价实行分类管理。建设单位应当按照下列规定组织编制环境影响报告书、环境影响报告表或者填报环境影响登记表(以下统称环境影响评价文件):(一)可能造成重大环境影响的,应当编制环境影响报告书,对产生的环境影响进行全面评价;(二)可能造成轻度环境影响的,应当编制环境影响报告表,对产生的环境影响进行分析或者专项评价;(三)对环境的影响很小、不需要进行环境影响评价的,应当填报环境影响登记表。建设项目的环境影响评价分类管理名录,由国务院环境保护行政主管部门制定并公布。</p>
12.3 -	<p>12.3.1 No Environmental Impact Assessment (EIA) approval / registration for construction project. During document review, the facility could not provide the EIA approval / registration for construction project for review. It did not respect the Performance area 12.3, and did not comply with The PRC Environmental Impact Assessment Law article 22, The construction unit shall submit the Environmental Impact Report or Environmental Impact Report Form of the construction project to the authorized environmental protection administrative department in charge in accordance with the regulations of the State Council for examination and approval. The state implements register management for Environmental Impact Registration Form. 12.3.2 No environmental protection acceptance checks report for completed construction project. It was noted that the facility could not provide the environmental protection acceptance check approval for their construction project for review. It did not respect the Performance area 12.3, and did not comply with the Measures for the Administrative Regulation on Environmental Protection of Construction Projects Article 17, After the completion of the construction project which requires compiling Environmental Impact Report or Environmental Impact Report Form, the construction entity shall carry out inspection and acceptance for the ancillary environmental protection facilities and compile the acceptance report in according with the standards and procedures provided by the administrative department of environmental protection of the State Council. During the process of inspection and acceptance of the environmental protection facilities, the construction entity shall, strictly according to facts, inspect, monitor and record the status of the construction and adjustment of environmental protection facilities. Falsification is prohibited. The construction entity shall make the acceptance check report available to the public according to law, except it is required to keep confidential according to the provisions of the State.</p> <p>12.3.1企业没有取得建设项目环境影响审查批复/备案。在文件审阅中,企业无法提供该建设项目的环境影响审查批复/备案供审阅。其尚未尊重绩效区域12.3,且不符合《中华人民共和国环境影响评价法》第22条,建设项目的环评报告书、报告表,由建设单位按照国务院的规定报有审批权的环境保护行政主管部门审批;国家对环境影响登记表实行备案管理。12.3.2企业没有建设项目环境保护竣工验收。审核发现企业无法提供该建设项目的环评竣工验收报告供审阅。其尚未尊重绩效区域12.3,且不符合《建设项目环境保护管理条例》第十七条,编制环境影响报告书、环境影响报告表的建设项目竣工后,建设单位应当按照国务院环境保护行政主管部门规定的标准和程序,对配套建设的环境保护设施进行验收,编制验收报告。建设单位在环境保护设施验收过程中,应当如实查验、监测、记载建设项目环境保护设施的建设和调试情况,不得弄虚作假。除按照国家规定需要保密的情形外,建设单位应当依法向社会公开验收报告。</p>
Remarks from Auditee:	
Performance Area 13 : Ethical Business Behaviour	
Full Audit [Audit Id - 160090] Audit Date: 16/08/2019 PA Score: A	Deadline date:
GOOD PRACTICES: None observed	
AREAS OF IMPROVEMENT: None observed 无审核发现点	
Remarks from Auditee:	

Summary 

Audit Type	Date	Audit Id	PA1	PA2	PA3	PA4	PA5	PA6	PA7	PA8	PA9	PA10	PA11	PA12	PA13	Overall Rating
Full Audit	16/08/2019	160090	D	B	A	A	C	D	B	A	A	A	A	C	A	C

Producer Photos





Photo first aid facilities
first aid kit.jpg



Photo of non-conformity
NC No safety cover for parts of electric boxes.jpg



Photo of the inside of the main production hall
in soldering process.jpg

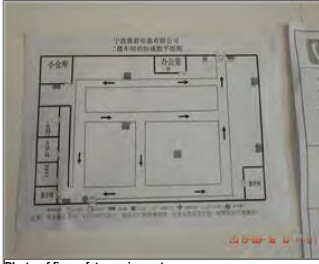


Photo of fire safety equipment
evacuation map.jpg



Photo of non-conformity
NC wrong type of PPE was provided.jpg

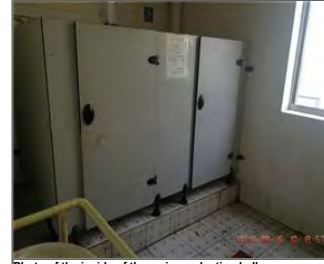


Photo of the inside of the main production hall
toilet.jpg



Photo of fire safety equipment
evacuation sign.jpg



Photo of the code of conduct on display
COC.jpg



Photo of the inside of the main production hall
warehouse.jpg